BRITISH COLUMBIA
CANADA

Small Business Profile 2012

BRITISH COLUMBIA
Ministry of
Jobs, Tourism
and Skills Training

BRITISH COLUMBIA
BC Stats

SMALL BUSINESS PROFILE 2012

A profile of small business in British Columbia

Information on programs and services for small businesses can be obtained by contacting:

Small Business BC
601 West Cordova St.
Vancouver, BC V6B 1G1
Telephone: 604.775.5525
Toll Free: 1.800.667.2272
Internet: www.smallbusinessbc.ca

Statistics related to small business are available at:

BC Stats
Data Services
553 Superior St.
Box 9410 Stn Prov Govt
Victoria, BC V8W 9V1
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Internet: www.bcstats.gov.bc.ca

Information on provincial government programs and services can be found at:

Ministry of Jobs, Tourism and Skills Training
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This publication is also available electronically on the following web sites:

www.gov.bc.ca/jti/
www.bcstats.gov.bc.ca
www.resourcecentre.gov.bc.ca/pdf/SmallBusEngWeb.pdf

www.resourcecentre.gov.bc.ca/rn/2012profile/index.html

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PREFACE

Small Business Profile 2012: A Profile of Small Business in British Columbia is an update of previous versions published annually since 1997. The 2012 report reflects data from 2011, the most recent year for which data are available. This report is designed to answer some common questions about the role of small business in British Columbia through an examination of trends in growth. Where possible, it also makes comparisons with other provinces. Key indicators examined in this report include the number of businesses, growth in employment and earnings, contribution to the economy, industry distribution, regional focus, and the role of small business exporters.

Statistical information in this report was prepared by BC Stats using data provided by Statistics Canada from various statistical databases, such as the Business Register, the Survey of Employment, Payrolls and Hours, the Labour Force Survey and the Exporter Registry.

Small Business Profile 2012 is produced by the British Columbia provincial government. The report was prepared by BC Stats in the Ministry of Citizens' Services and Open Government in partnership with the Ministry of Jobs, Tourism and Skills Training.

Small Business Success Stories: Job Creation and Innovation

For the past 16 years, the Small Business Profile has reported on the small business climate in British Columbia using measures such as small business growth, employment and GDP.

There were approximately 385,100 small businesses in British Columbia in 2011, comprising 98 per cent of all businesses and employing over a million people in the province.

As a complement to the statistics, the report highlights seven small businesses that are inspiring examples of job creators and innovators in British Columbia. Small business is an engine of British Columbia's economy, and these small businesses are among the many providing valuable services that strengthen their communities and drive the economy.

River City Woodworks

Fernie, British Columbia

It was Fernie's world class skiing that first brought Willard Ripley to B.C. and inspired him to relocate his business, River City Woodworks, from New Brunswick in 1989.

"I'm a dyed-in-the-wool skier since childhood and spent winters since 1975 skiing and teaching skiing in Fernie," Ripley says. "I eventually succumbed to the pull of the Rocky Mountains."

Today, River City Woodworks has been operating for over 20 years in Fernie, producing custom wood products primarily for the mid to high-end residential market. From custom doors to kitchens and bath cabinetry, River City Woodworks works closely with builders and home owners to bring to life the designs their customers have in mind.

Specializing in rustic work and hand tooling to give a realistic and authentic aged look, Ripley finds building products for recreational homes in the mountains provides the most interesting work. "The city has challenges of its own," says Ripley, "where modern, stylish designs are becoming ever more popular, but that's fun too."

He has also found himself pursuing more commercial work, such as store fronts, restaurant tables, wine rooms and building facades.

"In custom work, reputation is everything."

"In custom work, reputation is everything," says Ripley. "We at River City Woodworks believe that 'you say what you do and you do what you say,' and if you are true to that, you will build a reputation."

Since moving to Fernie, River City Woodworks has expanded its staff to almost 20, including highly skilled journeyman tradespeople, and it continues to grow, with a new sales office and showroom in Calgary, A.B., which was opened in the summer of 2010.

Ripley says being a small business owner has taught him a lot, not only about how to manage finances and employees, but also about himself.

"I'm a much harder worker than I thought I was," Ripley says. "And having perseverance is a necessary trait. If you don't have it, you better get it."

For more information, visit www.rivercity.ca

HIGHLIGHTS

Small Business – There were approximately 385,100 small businesses operating in British Columbia in 2011, accounting for 98 per cent of all businesses in the province. About 82 per cent of these small businesses were micro-businesses with fewer than five employees.

Small Businesses Per Capita – In 2011, British Columbia ranked first in terms of small businesses per capita, with 84.2 small businesses per 1,000 people. Saskatchewan had just slightly fewer small businesses per 1,000 people, at 81.9, but third-ranked Alberta was well behind with 75.0 businesses per 1,000 people. The national average was 69.3.

Employment – Approximately 1,027,900 people were employed by small business in British Columbia in 2011. These jobs accounted for about 56 per cent of private sector employment in the province, the second highest rate in the country.

Employment Growth – The small business sector in British Columbia felt the effects of continued global economic uncertainty. Small business employment in the province fell 1.0 per cent between 2010 and 2011. However, small businesses have fared relatively well in the last five years, increasing employment by 2.6 per cent since 2006.

Self-Employed – On average, the self-employed tend to be older, are more often men and are more likely to work longer hours than paid employees. More than 37 per cent of the self-employed in British Columbia are women, well above the national average.

Gross Domestic Product – British Columbia small businesses generated approximately 29 per cent of the province's gross domestic product in 2011, well above the national average of 27 per cent.

Earnings – In 2011, small business provided 32 per cent of all wages paid to workers in British Columbia, the highest share of all provinces.

Industry Focus – The mining, oil and gas extraction industry saw employment grow 24.7 per cent between 2006 and 2011, the strongest growth rate of any of the industry sectors. At the other end of the spectrum, the forestry, logging and support industry lost 17.8 per cent of its employment over the same period; however, the number of jobs in that industry has increased in each of the last two years, perhaps signalling a turnaround.

High Technology Sector – There were 8,462 small businesses in British Columbia's high tech sector in 2011, which represents about 97 per cent of all high technology businesses.

Regional Focus – The Thompson-Okanagan region recorded the highest net growth in the number of small businesses in British Columbia between 2007 and 2011, at 7.3 per cent.

Exports – British Columbia small businesses shipped approximately $16.9 billion worth of merchandise to international destinations in 2010, comprising almost 55 per cent of the total value of goods exported from the province.

BREAKDOWN OF BUSINESSES IN BRITISH COLUMBIA, 2011

	Number of Businesses	Per cent of total[1]
TOTAL SMALL BUSINESSES	**385,100**	**98%**
Self-employed without paid help[2]	217,900	56%
Businesses with less than 50 employees	167,200	43%
TOTAL LARGE BUSINESSES	**6,400**	**2%**
TOTAL ALL BUSINESSES	**391,500**	**100%**

NUMBER OF SELF-EMPLOYED BUSINESS OWNERS IN BRITISH COLUMBIA, 2011

	With paid help	Without paid help	Total	Per cent
Incorporated	94,800	70,800	165,600	40%
Unincorporated	35,300	217,900	253,200	60%
TOTAL SELF-EMPLOYMENT	**130,100**	**288,700**	**418,800**	**100%**

1 SMALL BUSINESS GROWTH

British Columbia's small business sector has established itself as an integral instrument of job creation and economic growth. It is the primary provider of private sector jobs in the province, reflecting an important and ongoing trend toward economic diversification. The small business sector is also a key source of innovation. For example, approximately 97 per cent of high technology businesses in British Columbia have fewer than 50 employees.

Given its importance to the provincial economy, it is essential to monitor the performance of the small business sector. Data from opinion surveys, such as those produced by the Canadian Federation of Independent Business (CFIB), are useful as a subjective measure of the sector's strength. In addition to this analysis, it is also important to examine more objective measures, such as business counts, employment, GDP and revenues, to see if they paint a similar picture of British Columbia's small business sector.

What is a small business?

A business can be classified as small, medium or large through a number of different methods, including production levels and revenues. However, the most commonly used definition focuses on the number of individuals employed. In British Columbia, a small business is defined as one with either fewer than 50 employees, or a business operated by a person who is self-employed without paid help.

How many businesses operate in British Columbia and is that number growing?

In 2011, British Columbia was home to a total of 391,500 businesses, of which 98 per cent (385,100) were classified as small businesses. Between 2010 and 2011, the number of small businesses operating in British Columbia declined by 1.7 per cent. The number of small businesses with employees saw a decrease of 1.2 per cent. However, a larger share of the overall reduction in small businesses was attributable to a 2.1 per cent drop in businesses operated by unincorporated self-employed individuals without paid help.

Various factors could account for this reduction. Faced with a widespread economic downturn that began in late 2008, it is possible that a number of small businesses shed employees, with some owners perhaps even opting to run their businesses alone.

A business is defined as a small business if it is either:

- A business with fewer than 50 employees
- A business operated by a self-employed person with no paid help

A *micro-business* is defined as a small business with fewer than five employees.

Incorporated Businesses

Incorporated businesses consist of those organized and maintained as legal corporations. A corporation is created (incorporated) by one or more shareholders who have ownership of the corporation, represented by their holding of common stock.

Self-employed

Self-employed individuals are defined as individuals who spend most of their working hours operating their own businesses. The self-employed can be categorized as either *incorporated* or *unincorporated*.

Each of these classifications can be further divided between those operating *with paid help* (i.e., with employees) or *without paid help* (i.e., working by themselves). This produces four major categories of self-employed workers.

Unincorporated Businesses

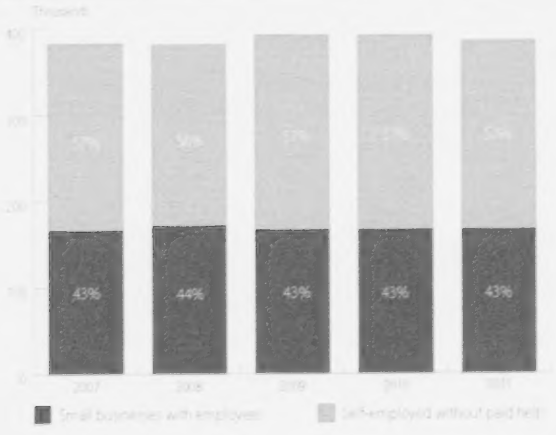
Unincorporated businesses consist of those not organized and maintained as legal corporations, and wherein the tie between members need not be a legally enforceable contract.

It is also conceivable that in times of job uncertainty, individuals who faced layoffs or lack of job security opted to choose self-employment. In the years that followed, as the economy showed signs of recovery, some self-employed may have returned to the employee workforce, resulting in a decline in self-employment numbers. This may at least partially account for the decrease in businesses run by self-employed persons with no paid help.

Despite the slowdown in small business growth in 2011, the large business sector (50 or more paid employees) fared worse, dropping off by 4.3%, its third consecutive annual decline.

FIGURE 1.1

NUMBER OF SMALL BUSINESS IN BRITISH COLUMBIA, 2007-2011



What is the size distribution of small businesses?

The majority of small businesses in British Columbia are micro-businesses with fewer than five employees. In 2011, about 316,600 businesses fit this description, comprising 82 per cent of all small businesses. Of these, 57 per cent were self-employed persons without paid help and the remaining 26 per cent employed one to four individuals.

From 2007 to 2011, the number of small businesses in the province expanded by 0.6 per cent; however, all

FIGURE 1.2

SIZE DISTRIBUTION OF SMALL BUSINESS IN BRITISH COLUMBIA, 2011

	Number of Businesses	Per cent of total[1]
TOTAL BUSINESSES WITH 0 TO 4 EMPLOYEES	316,600	82%
Self-employed without paid help[2]	217,900	57%
Businesses with 1 to 4 employees	98,700	26%
BUSINESSES WITH 5 TO 19 EMPLOYEES	55,700	14%
BUSINESSES WITH 20 TO 49 EMPLOYEES	12,700	3%
TOTAL SMALL BUSINESSES	**385,100**	**100%**

the growth was in 2009, as there was a slight decline in businesses between 2007 and 2008 and again in 2010 and 2011.[1] The fastest growing group in the small business sector between 2007 and 2011 was businesses with one to four employees, which increased at a rate of 2.5 per cent, an addition of approximately 2,400 new businesses. Overall, small business growth in the province outperformed that of large business. The number of large businesses declined a hefty 5.8 per cent, as a 2.1 per cent gain in 2008 was more than offset by three consecutive years of reductions from 2009 to 2011.

FIGURE 1.3

GROWTH IN NUMBER OF BRITISH COLUMBIA BUSINESSES, 2007-2011

	Growth (#)	Growth rate
TOTAL SMALL BUSINESSES	**2,400**	**0.6%**
Self-employed without paid help	800	0.4%
Businesses with 1-4 employees	2,400	2.5%
Businesses with 5-19 employees	-700	-1.2%
Businesses with 20-49 employees	-100	-0.8%
TOTAL LARGE BUSINESSES	**-400**	**-5.8%**
TOTAL ALL BUSINESSES	**2,000**	**0.5%**

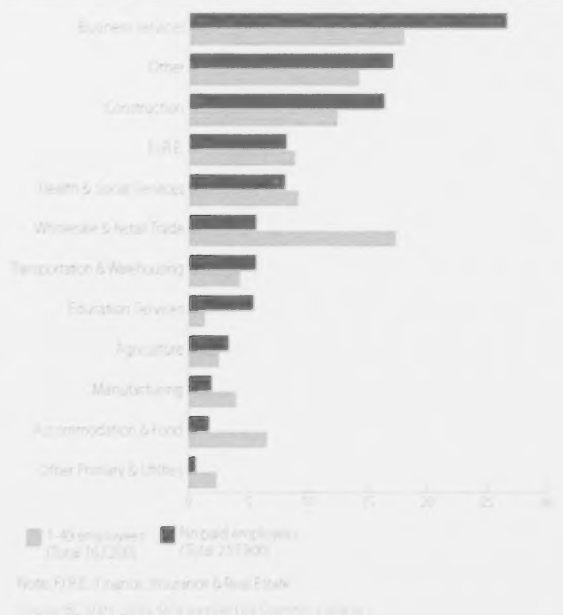
In which sectors are small businesses concentrated?

Small businesses in British Columbia are engaged in a number of incredibly diverse activities, which range from family-owned and operated restaurants to self-employed dog trainers and small lumber milling operations. More than three quarters (78 per cent) of all businesses in the province are in service sector industries, with small businesses only slightly less likely than large businesses to be providing a service. In the small business service sector, the largest concentration is in business services, which in 2011 accounted for 23 per cent of all British Columbia small businesses. These include occupations such as veterinarians and accountants. Next, at 16 per cent, were "other" services, which include occupations involving information, culture and recreation. Both business and "other" services are more concentrated among businesses with no employees. On the other hand, firms involved in trade are more likely to have employees. Wholesale and retail trade also has a significant presence in the small business service sector, and in 2011 made up 11 per cent of the province's small businesses. Figure 1.4a shows the industry breakdown for small businesses with employees compared to that for businesses operated by a self-employed person with no staff. Figure 1.4b provides the same dissection for small business overall.

Construction is the most significant industry in the goods sector, accounting for close to 15 per cent of all small businesses in the province. Construction is somewhat more amenable to smaller operations than many other industries, such as those involved in manufacturing, so it follows that it has the largest concentration of small businesses among industries outside the service sector.

FIGURE 1.4A

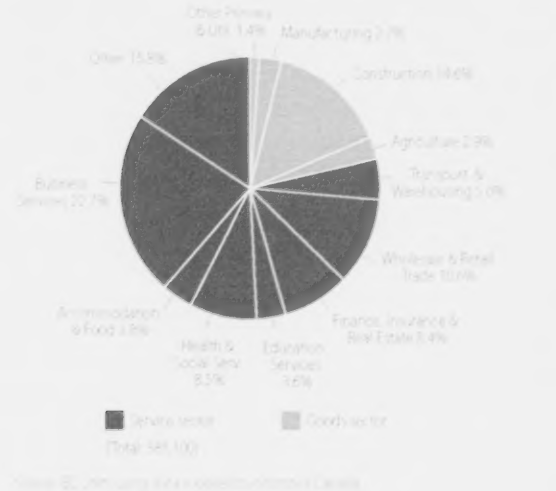
SMALL BUSINESSES, WITH AND WITHOUT EMPLOYEES, BY INDUSTRY, 2011



Note: F.I.R.E. - Finance, Insurance & Real Estate

FIGURE 1.4B

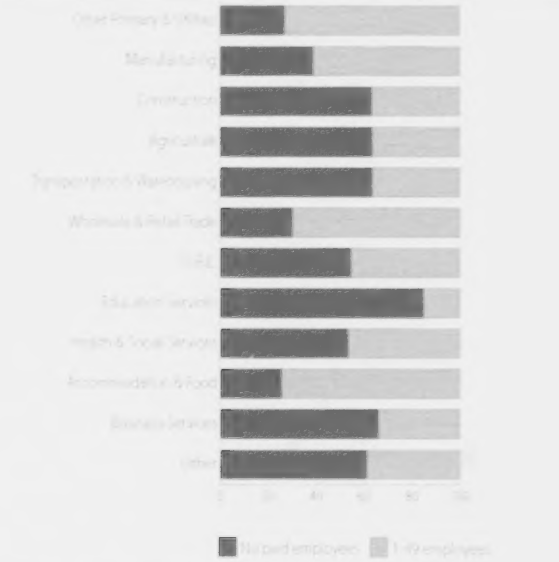
TOTAL SMALL BUSINESSES WITH 0-49 EMPLOYEES, 2011



Within the small business sector, certain industries are dominated by businesses without employees, while the opposite is true for some others. For example, among small businesses providing education services, about 85 per cent consist of self-employed individuals without paid help. Conversely, nearly 75 per cent of small businesses in the hospitality industry employ staff.

FIGURE 1.5

SMALL BUSINESSES BY INDUSTRY, SHARES WITH AND WITHOUT EMPLOYEES, 2011

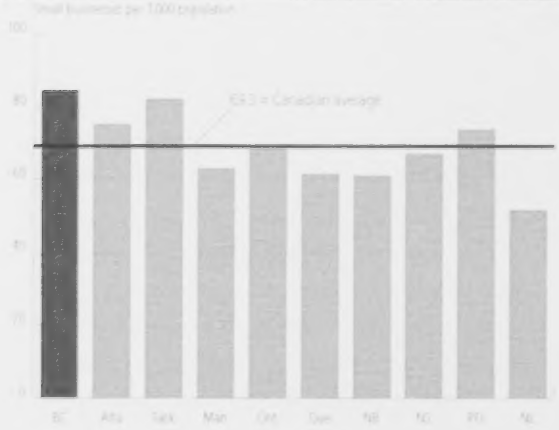


How does the prevalence of small business in British Columbia compare with other provinces?

Small business is consistently more prevalent in Western Canada compared to the rest of the country, at least in terms of small businesses per capita. In 2011,

FIGURE 1.6

SMALL BUSINESSES PER CAPITA BY PROVINCE, 2011



British Columbia surpassed Saskatchewan to rank first among the provinces, with 84.2 small businesses per 1,000 people. Along with Saskatchewan (81.9), the only other provinces to exceed the Canadian average of 69.3 small businesses per 1,000 people were Alberta (75.0) and Prince Edward Island (73.7).

Between 2008 and 2011, the number of small businesses in British Columbia climbed 1.0 per cent, the strongest growth among the western provinces, but slightly below the national average (+2.2 per cent). Nova Scotia (+8.0 per cent) led the country in small business growth, followed by Ontario (+4.7 per cent). New Brunswick (+4.2 per cent) was the only other province to see higher small business growth than British Columbia, while four others posted declines.

FIGURE 1.7

SMALL BUSINESS GROWTH, 2008-2011

Taan Forest

Haida Gwaii, British Columbia

For decades, the Haida Nation has wished to increase its presence directly in the forest industry on the Islands. Taan Forest is doing just that, firstly by protecting valuable lands on the Islands requiring special attention and secondly through a balance of environmental protection and responsible logging practices.

At its core, Taan Forest is a logging and lumber business, but it is so much more than that. Its sustainable timber harvesting model is firmly entrenched in the Haida Culture, as the Haida people have inhabited the land there for more than 12,000 years.

Taan Forest manages 270,000 acres of ancient Haida Gwaii rainforest, and handles all aspects of the business from harvest to production and sales. Taan Forest and the Haida people carefully choose from the finest available western red cedar, yellow cedar, Sitka spruce and western hemlock. They then custom cut the timber and deliver it to anywhere in the world.

When asked what is behind the business' success, Taan Forest President Bob Brash says, "a strong-willed Haida Nation, with pragmatic and realistic short-term and long-term goals."

"Our goal is to transform the very core of the Islands' economy."

Taan Forest employs eight people directly, and has grown to include over 120 direct and indirect contractors. It is also the first company to achieve Forest Stewardship Council (FSC) accreditation on the coast in 11 years, making it the largest holder of 100 per cent certified FSC wood on the B.C. coast.

Brash says he expects Taan Forest to continue a strong upward path as it gears up its harvesting operations and expands its initial lumber programs.

"Over the next couple of years, we expect to develop a widely known and recognized brand in the market place," says Brash. "This will help us create a significant amount of local jobs in Haida Gwaii. Our goal is to transform the very core of the Islands' economy."

For more information, visit www.taanforest.com

Michael Green Architecture

Vancouver, British Columbia

The name says it all – Michael Green is the sole proprietor of Michael Green Architecture (MGA), a full-service design firm with a particular focus on architecture interiors, landscape design, product design and planning.

Green launched MGA this year with a full complement of 16 staff, including associates, architects and designers, after closing operations of his previous firm, which he shared with two other partners.

Green says what he likes most about being a small business owner is the power to respond to different situations and opportunities quickly, as well as the ability to be truly innovative.

"Nimbleness is good for business and great for the soul of the adventurer at heart that I can be," says Green. "I think most small business owners are adventurers; sometimes by birth and sometimes by the reality of juggling the many balls it takes to keep a small business moving forward. For all of us in small business, each day can be an adventure."

MGA has been conducting ongoing research into the future of tall wood buildings and carbon neutral urban buildings, which has reached the widest audience. Green says, ironically, it is also the least profitable side of what they do, but they are discovering new ways to marry the principles that matter most with the best way to fund them.

"It's great fun to share in the world of building a province."

"The research is important, and we are proud that our reasoning is being heard and action is coming from it," Green says.

To date, MGA has been behind the design of office interiors, a restaurant and lodge on Whistler Blackcomb, schools for the Aga Khan, Ronald McDonald House at BC Children's Hospital, private residences and residential towers, to name a few.

In the future his firm will be looking for bigger projects in Vancouver and around the province, where it can team with other consultants and clients to help build a positive environment for B.C.

"It's great fun to share in the world of building a province. It takes a lot of determination, hard work and creativity. We are proud to be a part of B.C.'s future," Green says.

For more information, visit www.mg-architecture.ca/

2 | SMALL BUSINESS EMPLOYMENT

How many jobs does small business provide in British Columbia?

In 2011, approximately 1,027,900 jobs in British Columbia were derived from small business, accounting for 45 per cent of total employment in the province.

FIGURE 2.1

SHARE OF TOTAL EMPLOYMENT, B.C., 2011

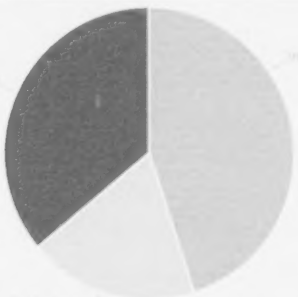


FIGURE 2.2

PRIVATE SECTOR EMPLOYMENT IN BRITISH COLUMBIA BY SIZE OF BUSINESS, 2011

	Employment	Per cent of total
TOTAL SMALL BUSINESS EMPLOYMENT	**1,027,900**	**56%**
Self-employed	421,500	23%
Employed by small business	606,400	33%
LARGE BUSINESS EMPLOYMENT	**821,500**	**44%**
TOTAL PRIVATE SECTOR EMPLOYMENT	**1,849,400**	**100%**

The private sector (both small and large businesses) employed approximately 1,849,400 people. The 1,027,900 people working for a small business translates into 56 per cent of private sector jobs, a ratio that has remained relatively stable over the past decade. In 2011, self-employed workers represented nearly a quarter (23 per cent) of total private sector employment, while 33 per cent were employed by a small business.

In 2011, small business employment slipped, contracting by 1.0 per cent over 2010 levels. This came on the heels of a relatively strong year in 2010, when the province saw a 1.4 per cent gain in small business employment. Given the uncertain economic climate of recent years, the volatility in small business employment in British Columbia (and other provinces) is understandable. However, this decline was in direct contrast to large business, which saw employment climb by 3.7 per cent.

The decline in small business employment in 2011 was the result of a 2.5 per cent drop in the number of self-employed. Meanwhile, the number of employees of small business remained stable, inching up 0.1 per cent. Self-employment in British Columbia has been rather volatile in recent years, and has generally been outperformed by growth rates for employees of small businesses. In fact, in 2011, there were 17,300 more small business employees in British Columbia than in 2006, a 2.9 per cent increase over the five-year period. Coupled with a slightly more modest 2.2 per cent rise in self-employment, this increase made for a 2.6 per cent jump in overall small business employment (including self-employed) between 2006 and 2011. By comparison, employment in large businesses increased 7.6 per cent over the same period.

Compared to some other provinces, small business employment growth in British Columbia fared well over the five-year span. Although the province's 2.6 per cent growth rate fell short of the national average (+3.9 per cent), it outperformed most of its easternmost counterparts. Ontario (+5.8 per cent) led the nation in small business employment growth, while Newfoundland and Labrador experienced the most substantial decline (-4.5 per cent).

FIGURE 2.3

SMALL BUSINESS EMPLOYMENT GROWTH BY PROVINCE, 2006-2011

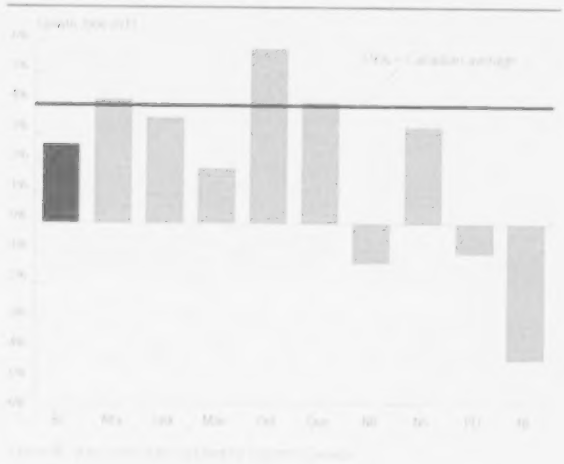
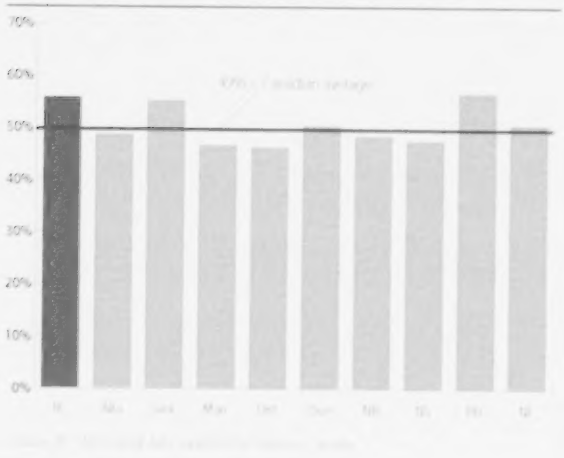


FIGURE 2.4

SMALL BUSINESS AS A PER CENT OF PRIVATE SECTOR EMPLOYMENT BY PROVINCE, 2011



How does British Columbia's small business employment compare with other provinces?

In 2011, British Columbia maintained its rank of second among the provinces in percentage of total private sector jobs derived from small business. Approximately 56 per cent of the province's private sector employment is provided by small business. Prince Edward Island ranked first (close to 57 per cent), followed by Saskatchewan (just over 55 per cent). Conversely, Ontario (46 per cent) had the least reliance on small business for private sector employment. Nationally, small business supplied 49 per cent of private sector employment.

Significant variation exists among the provinces in small business employment, likely due to regional differences in economic structure. For example, Saskatchewan and Prince Edward Island have substantial agricultural and fishing sectors, respectively, and these sectors are commonly characterized by smaller operations with fewer employees. By contrast, Ontario is more likely to have a higher percentage of employment in large business, being one of the country's manufacturing hubs (particularly in the automotive industry). British Columbia has a larger service sector than other provinces, which may account for a stronger presence of small businesses.

SELF-EMPLOYMENT

According to a recent poll conducted on behalf of the Canadian Federation of Independent Business, 94 per cent of Canadians admire entrepreneurs and 92 per cent would approve of an immediate family member starting their own business.[2] It is not surprising that entrepreneurialism garners such respect, given that much of what drives communities and their respective economies is thanks to self-employed individuals operating local businesses.

What proportion of total employment consists of the self-employed?

Individuals classified as "self-employed" are those who spend most of their working hours running their own businesses. In 2011, self-employment accounted for 18.5 per cent of total employment in British Columbia. Over the past five years, the proportion of British Columbia's workforce consisting of self-employed workers has remained sizeable, hovering between 18 and 20 per cent.

The province's share of self-employed workers is the highest in the country, more than three percentage points above the Canadian average of 15.4 per cent.

FIGURE 2.5

BRITISH COLUMBIA'S SELF-EMPLOYMENT AS A PER CENT OF TOTAL EMPLOYMENT, 2006-2011

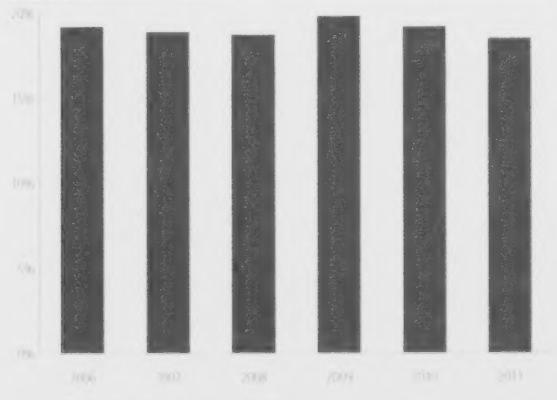
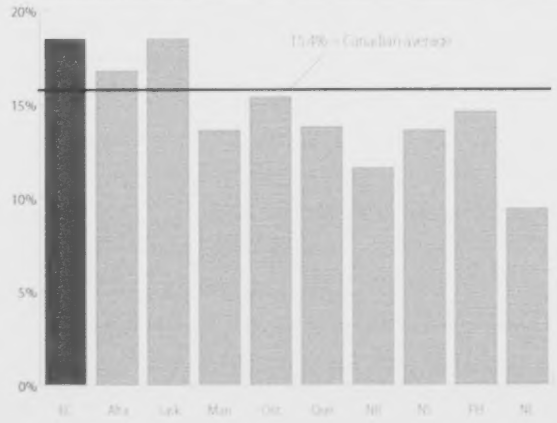


FIGURE 2.6

SELF-EMPLOYMENT AS A PER CENT OF TOTAL EMPLOYMENT BY PROVINCE, 2011



With its heavy reliance on family farming operations, Saskatchewan (also 18.5 per cent) is the only province to have a comparable proportion of self-employed workers. However, over the last 20 years or so, the number of farmers in Saskatchewan has been drifting downward, a trend that may impact that province's share of self-employed workers. Alberta (16.8 per cent) was the only other province to exceed the national average in 2011, while Newfoundland and Labrador (9.4 per cent) had by far the lowest proportion of self-employed workers.

How many self-employed people are there in British Columbia and is this number growing?

There were 421,500 self-employed workers in British Columbia in 2011, including 2,600 people working in family businesses without pay. This leaves 418,800 self-employed business owners.[3] Most (60 per cent) of self-employed businesses were unincorporated. Unincorporated individuals, working on their own with no employees, made up the largest class of self-employed small businesses. Over half (52 per cent) of all self-employed workers fit this description.

In 2011, the overall number of self-employed workers in British Columbia slipped 2.5 per cent, or by approximately 10,800 workers. This decrease followed a similar decline in 2010 and marked only the second loss in self-employment in British Columbia in the past decade. A number of factors can impact self-employment patterns. In 2009, when self-employment jumped 3.9 per cent, the uneasy economic environment may have had a significant impact. In these unsure economic times, certain people may have turned to self-employment in the face of layoffs or lack of job security. The subsequent declines recorded in 2010 and 2011 may reflect a return of such workers to the employee workforce.[4]

Among the self-employed in British Columbia, sole operators are more common than employers with staff. This is not surprising, given that businesses often begin with one individual running a business, and, as the business grows, these individuals may take on employees.

FIGURE 2.7

NUMBER OF SELF-EMPLOYED BUSINESS OWNERS IN BRITISH COLUMBIA, 2011

	With paid help	Without paid help	Total	Per cent
Incorporated	94,800	70,800	165,600	40%
Unincorporated	35,300	217,900	253,200	60%
TOTAL SELF-EMPLOYMENT	**130,100**	**288,700**	**418,800**	**100%**

Over the last decade, the number of self-employed persons *with* employees, regardless of incorporation status, expanded at a much slower rate (+9.2 per cent) than those *without* paid help (+26.5 per cent). This pattern has also held true in more recent years. In fact, between 2006 and 2011, the number of sole operators experienced a solid 6.6 per cent rise, while the number of employers with staff declined (-4.9 per cent). However, the opposite was true in 2011, as the decrease among the self-employed with staff (down 1.3 per cent) was overshadowed by that of those without employees (down 3.4 per cent).

What is the profile of a self-employed person in British Columbia?

People choose self-employment for many reasons. Students, semi-retired persons or even people looking to earn extra income may prefer self-employment to other options because it offers more flexibility. Other potential factors include technological changes that allow people the option of working from home, and the increase in dual-earner families and desire to balance family and work. Others are compelled by an entrepreneurial drive that induces them to build their own businesses. In fact, in 2011, 60 per cent of Canadian small business owners listed being their own boss and making their own decisions as a reason they started their own business. Financial opportunity and having a flexible schedule were also high on the list.[5]

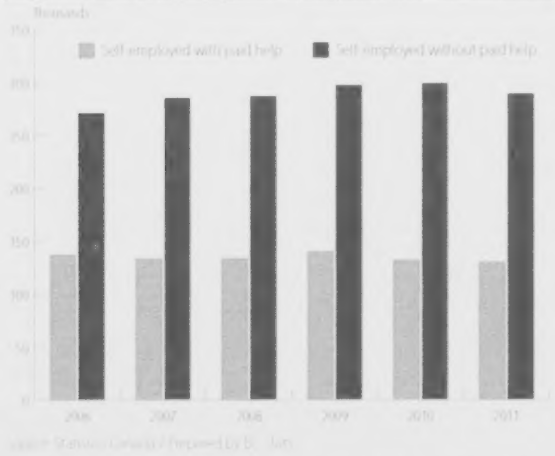
On average, self-employed people tend to be older, are more often men, work longer hours and are less likely to be Aboriginal.

Over half (51 per cent) of British Columbia's self-employed people are between the ages of 35 and 54, whereas just 45 per cent of employees fall into this age range. Similarly, while 40 per cent of employees are under the age of 35, just 16 per cent of self-employed business owners fit this description. At the other end of the scale, 32 per cent of entrepreneurs are aged 55 and over, compared to a mere 16 per cent of employees.

There are a number of reasons for the different age structure of self-employed persons and employees.

FIGURE 2.8

NUMBER OF SELF-EMPLOYED WITH PAID HELP COMPARED TO SELF-EMPLOYED WITHOUT PAID HELP, B.C., 2006-2011

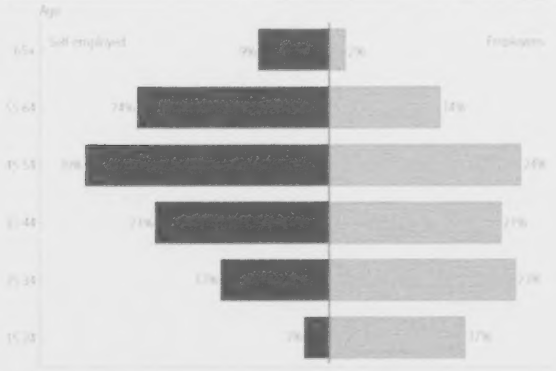


Many younger people under the age of 25 lack the skills and capital to start and operate a business. By comparison, for older workers, self-employment may be used as a transition from working at a full-time job to moving into retirement. Indeed, nine per cent of self-employed business owners are 65 and over, but only two per cent of employees are in this age range. As self-employed business owners reach potential retirement age, they might be more prone to carry on working as they are the main decision-makers of their businesses. Employees, on the other hand, may be more inclined to retire at a socially predetermined age thanks to the pension and/or retirement package available to them.

In British Columbia, self-employment as a percentage of all workers has been growing steadily in all age groups. However, among people over the age of 55, there has been a particularly sharp increase in the propensity to be self-employed, which may be partly retirement-related. Many of those who have retired or semi-retired from their professions seek alternative sources of income that offer them the flexibility typical of self-employment. Also, on average, the self-employed tend to retire at an older age than the general workforce. The median retirement age (the age at which half of retirees are older and half younger) for all Canadian retirees in 2011 was 62.3 years, a full year older than just five years prior (61.2 in 2006). By comparison, the median retirement age for the self-employed in 2011 was 65.1 years of age,

FIGURE 2.9

AGE DISTRIBUTION OF SELF-EMPLOYED WORKERS COMPARED TO EMPLOYEES, BRITISH COLUMBIA, 2011



Note: Percentages do not add to 100 due to rounding.
Source: Statistics Canada / Prepared by BC Stats

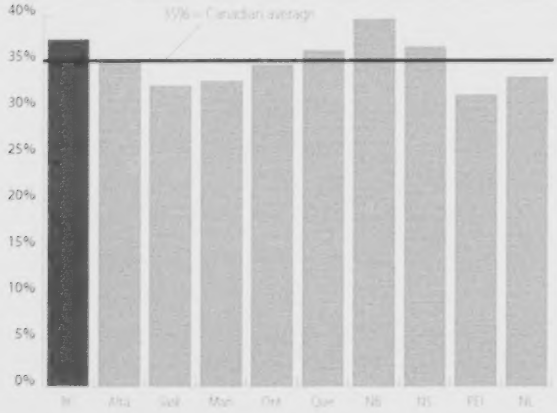
relatively unchanged from 2006 (64.8 years), but significantly higher than that of the average Canadian. It remains to be seen what sort of long-term effect the recent loosening of mandatory retirement in British Columbia could have on employment and self-employment of older Canadians, and whether the apparent increases in retirement age across most types of employment will continue in upcoming years.[5]

Gender is another factor distinguishing the self-employed from employees. Self-employed individuals are more often male and employees are slightly more likely to be female. In 2011, close to two-thirds of British Columbia's self-employed were men. However, entrepreneurial women have a substantial presence in business, both in British Columbia and in the rest of the country. Approximately 37.4 per cent of all business owners in British Columbia in 2011 were women, well above the national average of 35.4 per cent and the second highest rate among the provinces. British Columbia trailed only New Brunswick (39.6 per cent), with respect to the share of businesses owned by women.

In British Columbia, differences in the number of hours worked per week also distinguishes the self-employed from employees. On average, the self-employed have much longer work days than employees. A quarter (25 per cent) of self-employed individuals work 50 or more hours per week, compared to just four per cent of employees. By contrast, only 28 per cent of the self-employed work 35 to 40 hours per week, compared to 63 per cent of employees. In 2011, the average work week for self-employed workers was 36.5 hours, and 34.7 hours for employees. The disparity in work hours between the self-employed and employees has remained relatively unchanged over the last decade. The average work week for the self-employed has fluctuated only slightly (between about 37 and 40 hours), while the average for employees has remained even more stable, hovering around 35 since the beginning of the decade.

FIGURE 2.10

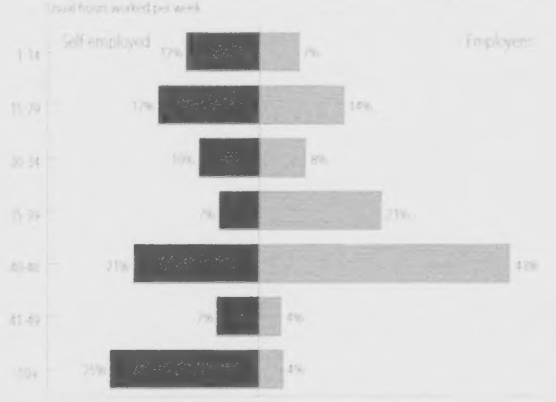
PROPORTION OF SELF-EMPLOYED WHO ARE WOMEN, BY PROVINCE, 2011



Source: Statistics Canada / Prepared by BC Stats

FIGURE 2.11

HOURS WORKED, SELF-EMPLOYED COMPARED TO EMPLOYEES, BRITISH COLUMBIA, 2011



Source: Statistics Canada / Prepared by BC Stats

[5] See Endnote 1: 2008 British Columbia provincial legislation prohibiting mandatory retirement of persons who are 65 years of age and older.

However, a new pattern may be emerging, as the average number of hours worked by British Columbia's self-employed has been declining for the past four years.

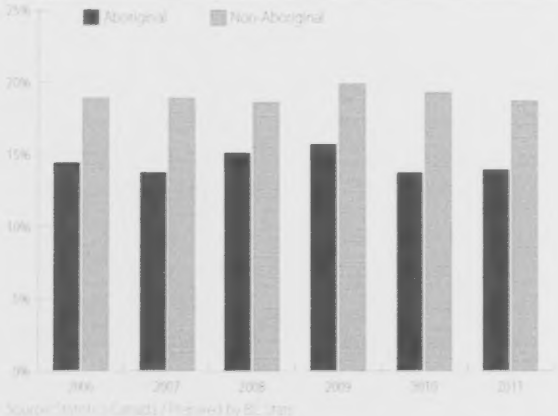
Self-employed Canadians who work long hours represent an even larger portion of total self-employed than in British Columbia. In 2011, 30 per cent of self-employed workers in Canada averaged 50 hours or more per week, five percentage points more than in British Columbia (25 per cent). Nationally, the average work week for self-employed workers is approximately 40 hours, three hours more than the average in British Columbia (37 hours).

There are several possible reasons why certain self-employed business owners work longer hours. These include lack of available staff to do extra work, or lack of capital to compensate staff for overtime. In some cases, self-employed individuals may have more passion for a business that they can call their own, and hence, more drive to work longer hours.

Examining self-employment trends for Aboriginal peoples in British Columbia provides some insight on the diversity of small business owners in the province. Data for 2011 indicate that Aboriginal peoples living off-reserve continue to be significantly less likely to be self-employed than non-Aboriginals. In that year, 13.9 per cent of Aboriginal peoples in British Columbia were self-employed, compared to 18.7 per cent of non-Aboriginals who worked for themselves. One explanation for this difference may be the younger age distribution of Aboriginal people relative to the overall population, given the older age composition of self-employed individuals compared to those who are employees.

FIGURE 2.12

PER CENT OF WORKING, OFF-RESERVE ABORIGINALS COMPARED TO NON-ABORIGINALS WHO ARE SELF-EMPLOYED, BRITISH COLUMBIA, 2006-2011



Source: Statistics Canada | Prepared by BC Stats

How does self-employment growth in British Columbia compare with other provinces?

Over the last five years, British Columbia has shown moderate self-employment growth. The province's five-year growth rate of 2.2 per cent between 2006 and 2011 is notably below the national average (+6.8 per cent). However, with an increase of 11.3 per cent, Ontario was responsible for much of the growth at the national level and only two other provinces exceeded the Canadian average. Over this period, Newfoundland and Labrador saw by far the most notable decline in self-employment (-22.0 per cent), likely reflecting the ongoing drop in the number of independent fishing operations in that part of the country.

FIGURE 2.13

SELF-EMPLOYMENT GROWTH BY PROVINCE, 2006-2011

Source: Statistics Canada | Prepared by BC Stats

Sasquatch Crossing Eco Lodge

Agassiz, British Columbia

Imagine a place where you can stay in a century-old home with a waterfall, walking paths, a labyrinth, a saltwater pool, billiards, meeting rooms and gourmet food. That's just some of what the Sasquatch Crossing Eco Lodge has to offer.

The 10,000 sq. ft. lodge, which was purchased by the Sts'ailes First Nation in 2009, also offers cultural experiences such as drum making, cedar weaving and storytelling.

Chief Willie Charlie, CEO of Sts'ailes Development Corporation, says the lodge is positioned in a culturally historic location, adding that is named the Sasquatch Crossing Eco Lodge for a reason!

"It has also proven to both me and my community that with dedication and hard work, success is achievable."

"The name Sasquatch Crossing came from the Sts'ailes Elders who wanted to honour the historic sightings of Sa:sq'ets (Sasquatch) crossing from the nearby mountains to the Chehalis and Harrison Rivers," Charlie says.

The Sasquatch Crossing Eco Lodge is an award winning facility. It was recognized on March 29, 2012 with the Outstanding Accommodations Award at Canada's first National Aboriginal Tourism Conference.

Hosts Denny and Al Stobbart are credited with a lot of the lodge's success, because of their willingness to share the Sts'ailes culture and their welcoming hospitality.

"Running a small business has allowed me to make new friends, develop relationships with people from around the world and share in their varied cultures and experiences," says Denny Stobbart. "It has also proven to both me and my community that with dedication and hard work, success is achievable."

The Sasquatch Crossing Eco Lodge works with many organizations to offer its numerous unique cultural experiences, including the Aboriginal Tourism Association of British Columbia, destination marketing organizations, the municipalities of Harrison, Chilliwack and Mission, Vancouver Coast and Mountains Tourism and the Ministry of Jobs, Tourism and Skills Training.

For more information, visit www.stsailesdevcorp.com/tourism/sasquatch-crossing-eco-lodge/

3 CONTRIBUTION TO THE ECONOMY

How large is the contribution of small business to British Columbia's economy relative to other provinces?

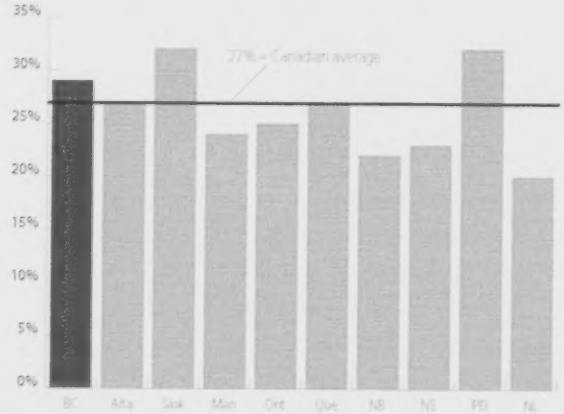
Small business contributes to the provincial economy not only by creating and maintaining jobs, but also through its production of goods and services and by meeting payrolls that support families and stimulate further economic activity.

The key measure of economic production of a sector is its gross domestic product (GDP). GDP represents the value that a sector adds to the raw inputs it uses, which is an important aspect of the sector's contribution to the economy. In 2011, British Columbia's small business GDP accounted for 29 per cent of the provincial GDP, second only to Prince Edward Island and Saskatchewan (each 32 per cent) and above the Canadian average of 27 per cent. This measure indicates that small business in British Columbia plays a more significant role in the provincial economy than it does in most other parts of the country. The significant contribution of small business is at least partly due to the fact that British Columbia has traditionally been more service sector-oriented than most other provinces, and much of the nation's growth in small businesses has been concentrated in service sector industries. The proportion was lowest in Newfoundland and Labrador (20 per cent), which is likely a reflection of the increased role of large business in the offshore oil industry in that province's economy.

Gross Domestic Product (GDP)
refers to the total market value of all the goods and services produced within national or provincial borders during a specified period. The growth rates of GDP provide an indication of how well an industry or an economy is doing. The GDP of an industry (also referred to as value added) equals output by the industry minus the value of intermediate inputs that were purchased from other industries, domestic or foreign. Value added is a measure of how much an industry has contributed to the value of its output over and above the value of intermediate inputs. GDP by industry for the economy as a whole is the sum of values added by all industries resident in Canada.

FIGURE 3.1

SMALL BUSINESS CONTRIBUTION TO GDP BY PROVINCE, 2011



Source: BC Stats

How does average pay compare between small and large businesses?

On average, small businesses tend to pay their employees lower wages compared to larger businesses. There are several possible reasons that employees of small business are willing to work for somewhat less than their large business counterparts. Some small businesses compensate for much of this wage disparity by providing benefits not offered by some larger businesses, such as more flexible working hours. In fact, according to a recent poll, over a third (36 per cent) of employees of Canadian small businesses indicated that they choose to work for a small business in order to have a more flexible schedule. Other top reasons for working for small business include having the opportunity to contribute to the business (35 per cent) and believing in what the business is doing (45 per cent).[7]

[7] Tombe N. (July 2011). Perspectives on Small Business in Canada. Canadian Federation of Independent Business.

In 2011, the average small business employee earned an annual salary of $38,811, compared to $46,594 for employees of large business, which amounts to a difference of about $7,800. It is likely that at least part of this wage gap is related to productivity. Larger firms tend to be more productive than small businesses because they can take advantage of economies of scale and can better afford necessary capital improvements, such as machinery and technological equipment that can substitute for low-skilled labour. Consequently, larger firms often achieve more output per employee and can therefore afford to pay their employees higher wages. Another possible factor in the wage difference is that small businesses are far less likely to be unionized. In general, employees who belong to unions tend to earn higher wages than non-unionized employees.

Between 2006 and 2011, the difference between wages of employees of small and large businesses widened somewhat, as average earnings of small business employees increased at a slower pace than those of their large business counterparts. Employees of small businesses saw their average wages increase 12 per cent over this period, compared to a 13 per cent boost for those working for larger businesses. At the beginning of the decade, the difference between earnings of employees of small and large businesses held fairly steady at approximately $8,000, but contracted significantly between 2005 and 2008, by which point it had shrunk to $5,300. However, in 2009, this pattern came to a halt and 2011 marked the third consecutive year in which the gap widened.

The increase in wages among small businesses between 2005 and 2008 is probably related to the labour crunch experienced in British Columbia in those years. In a tight labour market, small businesses have to compete with both large businesses and one another for workers. Higher wages act as a mechanism to both retain existing employees and also attract new workers. Conversely, in 2009, the economic downturn likely expanded the labour pool as businesses both large and small were forced to lay off workers. In 2010 and 2011, as the effect of the uncertain economic climate lingered, some small businesses may have asked staff to take wage cuts to avoid layoffs or found it unnecessary to offer new employees higher wages.

FIGURE 3.2

CHANGES IN AVERAGE ANNUAL EARNINGS, BRITISH COLUMBIA, 2006-2011

	Small business	Large business
Earnings 2005 (payroll/employee)	$ 34,767	$ 41,106
Earnings 2010 (payroll/employee)	$ 38,811	$ 46,594
PER CENT CHANGE	**11.6%**	**13.4%**

Source: BC Stats using data supplied by [illegible]

How does average pay compare across industries for small versus large businesses?

With the exception of employees working in trade (wholesale and retail trade), small business wages continue to lag those of businesses with 50 or more employees for all major industry groupings. Workers in the trade industry continue to earn more on an average annual basis than their counterparts working for large businesses. This disparity remains localized in retail trade, which is a sector that often has difficulty retaining staff. Employers in retail trade may offer raises in order to maintain staffing levels needed for business operations.

Among other industries, significant wage differences exist between workers of small and large businesses. In 2011, the largest wage gap was in public administration,[5] where large businesses paid approximately $18,100 more, on average, than their counterparts in small business. Another industry with historically significant wage disparities is construction. This was again the case in 2011, as employees working for small businesses earned roughly $17,700 less per annum than those working for large construction companies. Manufacturing was the only other industry in which the average wage gap between large and small business was in the five-figure range ($11,600). At just over $800, the smallest

[5] Public administration refers to establishments that are mainly involved in governmental activities, such as policing and public matters, national defence and regulatory issues. Despite a few there is some of contention whether or not public administration should be considered in a count of businesses. However, given that other organizations such as Statistics Canada and Industry Canada include public administration in businesscounts, to be consistent it is included in this study as well.

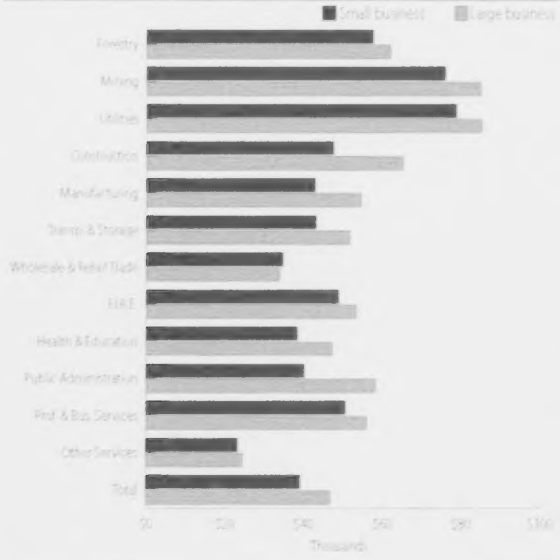
difference between salaries is in trade, followed by "other services" (just over $1,200). "Other services" includes accommodation and food, whose employees earn the lowest wages of all industries, on average, regardless of business size. On the other end of the scale, the highest wage earners in 2011 were in utilities.[2]

How does British Columbia compare in terms of the portion of total payroll generated by small business?

Of all the provinces, British Columbia has the highest reliance on small business payrolls. In 2011, small business accounted for nearly a third (32 per cent) of wages paid to workers. Second-ranked Quebec was a full five percentage points lower than British Columbia, with just over 27 per cent of its provincial payroll comprising wages paid to small business employees. The Canadian average was also approximately 27 per cent. At 23 per cent, Manitoba was the province with the smallest percentage of payroll derived from small business. The high portion of payroll generated by small business in British Columbia is partly due to the large role that small business plays in the province's economy. Also, wages in industries that are less prevalent in British Columbia, such as agriculture, tend to be lower, which can affect the size of payrolls in provinces that rely more heavily on these industries.

FIGURE 3.3

AVERAGE ANNUAL EARNINGS
BY INDUSTRY, BRITISH COLUMBIA, 2011

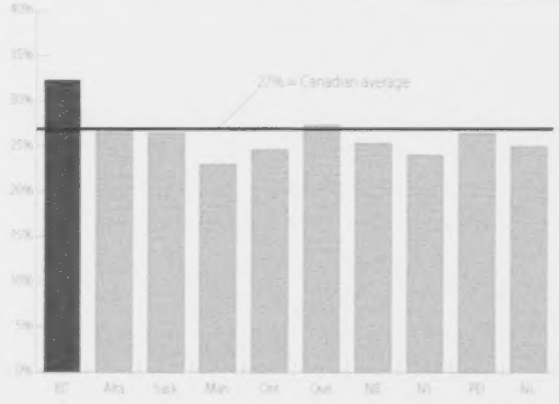


Note: FIRE = Finance, Insurance & Real Estate

Source: BC Stats using data supplied by Statistics Canada.

FIGURE 3.4

SMALL BUSINESS SHARE OF TOTAL PAYROLL
BY PROVINCE, 2011



Source: BC Stats using data supplied by Statistics Canada.

[2] The wage data are from Statistics Canada's Survey of Employment, Payrolls and Hours, which does not include data for the agriculture and fishing industries. Data for the accommodation and food industry includes gratuities.

4 GROWTH INDUSTRIES AND SPECIALLY DEFINED SECTORS

Although more traditional resource extraction-based industries – namely forestry and mining – still play a prominent role, sectors such as tourism and high technology have come to represent a significant portion of the provincial economy. The secondary manufacturing sector is also important, in that adding value to goods stands out as a potential source of future economic growth in British Columbia. Since such industries are far less reliant on capital-intense resource extraction, they are well-suited for development by small business.

For example, in the high technology sector, small businesses comprise 97 per cent of employers.[10] The basis for growth in this sector is innovation, and services can be performed with few employees from small plants, offices and even homes.

NUMBER OF SMALL BUSINESSES

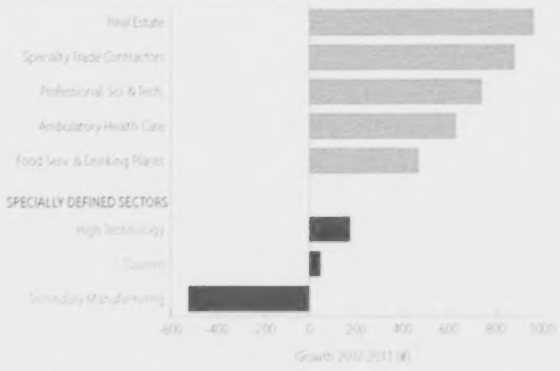
Which industries show the greatest increase in the number of small businesses?

Between 2007 and 2011, the real estate sector recorded the most notable small business growth in terms of numbers, with a net addition of close to 1,000 establishments. Real estate added businesses in every year over this period, with the largest jump seen in 2011. With almost 900 establishments added, the next highest rise in net new small businesses was seen in the specialty trade contractors industry. Much of the overall gain in the five-year period was recorded in the years leading up to the 2010 Winter Olympics in Vancouver. Despite the fact that the five-year reporting period encompasses the global economic downturn, 2011 marked the only year in which this industry recorded a loss.

At the other end of the spectrum, the most substantial loss in number of small businesses was seen in private household businesses, which includes at-home services such as cleaning, child-care and gardening. This industry saw a loss of 1,176 businesses between 2007 and 2011. The forestry and logging sector also lost a substantial number of businesses over this period (-559), likely due to reduced demand for forest products, particularly as a result of the slump in housing starts in the United States. Many of the province's logging operations are smaller businesses, which is why that particular industry segment took such a large hit.

FIGURE 4.1

NUMBER OF NET NEW SMALL BUSINESSES – FASTEST GROWING SECTORS IN BRITISH COLUMBIA, 2007-2011



Note: Excludes self-employed without paid help.

Source: BC Stats using data supplied by Statistics Canada.

Specially Defined Sectors

This section contains information on non-standard industries that are not defined under the North American Industry Classification System (NAICS) used by Statistics Canada. The tourism, high technology and secondary manufacturing sectors are called "specially defined sectors" in this report and are in fact composites of smaller parts of traditionally defined industries under NAICS. Tourism, for example, includes data from parts of the transportation industry, accommodation and food services, and information, culture and recreation services, among others. High technology includes both manufacturing and services components.

[10] Data for self-employment by industry are only available at a large industry aggregation and cannot be calculated for non-standard industries such as high technology and tourism. Therefore, in order to maintain consistency and to enable a fine examination by industry, the figures provided in this chapter are for paid employees only and may differ from other parts of this report.

Of the three specially defined sectors, high technology has experienced the strongest growth in the count of small businesses with a net addition of 173 new businesses between 2007 and 2011. However, all the gains were in high technology services, as the number of high technology manufacturing establishments actually declined over the same period.

Since 2008, factors such as increased competition from other countries, the appreciation of the Canadian dollar and a reduction in demand in the wake of the global recession, have impacted the manufacturing sector as a whole, across most industries. British Columbia's secondary manufacturing sector saw a net decline of 521 small businesses from 2007 to 2011, with losses recorded in every year.

In the tourism sector, there was a net addition of 46 new businesses between 2007 and 2011. Business counts in this sector have been seesawing in recent years and the overall increase was based solely on the strength of gains made in 2008 and 2010. As with the manufacturing sector, the appreciation of the Canadian dollar has likely had a negative impact on tourism in British Columbia.

Which industries show the fastest rates of growth in new businesses?

Among the standard industries,[1] the fastest rate of growth in number of establishments between 2007 and 2011 was seen in businesses involved in public administration (+57.2 per cent). Over this period, there was also an impressive 49.6 per cent increase in small businesses in the nursing and residential care industry, which translates to an addition of 417 small businesses to this sector. This trend will likely continue as the province's population continues to age and people seek alternatives to hospitals for long-term care.

In the specially defined sectors, high technology continued to grow between 2007 and 2011, with a 2.1 per cent rise in the number of establishments. By comparison, the number of tourism firms inched up 0.3 per cent, while secondary manufacturing experienced an 8.4 per cent loss in the number of businesses in that sector.

North American Industry Classification System (NAICS)

The North American Industry Classification System (NAICS) is an industry classification system used in Canada, the United States and Mexico, which is designed to provide common definitions of the industrial structure of the three countries. NAICS is Statistics Canada's comprehensive system encompassing all economic activities. It has a hierarchical structure: at the highest level, it divides the economy into 20 sectors; at lower levels, it further distinguishes the different economic activities in which businesses are engaged.

Special Sector Definitions

Tourism includes industries such as transportation, accommodation, food services and other tourism-related activities. (Further information on the tourism sector is available at: www.bcstats.gov.bc.ca/StatisticsBySubject/BusinessIndustry/Tourism.aspx)

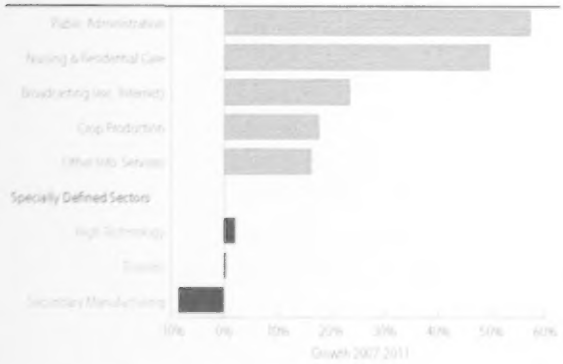
High technology industries may employ a high proportion of scientists and researchers or invest a high proportion of revenues in research and development. Other industries that produce high technology products are also included. (Further information on the high technology sector is available at: www.bcstats.gov.bc.ca/StatisticsBySubject/BusinessIndustry/HighTechnology.aspx)

Secondary manufacturing industries are those that produce goods from the products of other manufacturers. For example, a sawmill is a manufacturing operation, but not a secondary manufacturer, because its logs do not come from another manufacturer. On the other hand, a factory producing wooden doors with lumber obtained from sawmills is a secondary manufacturer.

[1] Classification industry with fewer than 100 small businesses are excluded from ranking in this list, as the growth in relation to a base of a few businesses can be misleading. For example, the increase of one business in an industry with just one business to begin with would equal a 100% rate of growth.

FIGURE 4.2

SECTOR GROWTH RATES FOR NUMBER OF SMALL BUSINESSES, BRITISH COLUMBIA, 2007-2011



Note: Excludes self-employed without paid help.

Source: BC Stats using data supplied by Statistics Canada.

SMALL BUSINESS EMPLOYMENT

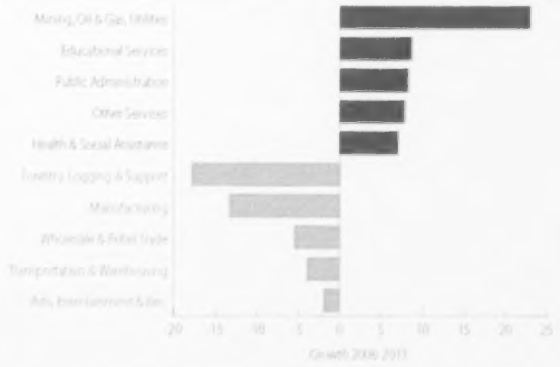
Which industries are experiencing the most job growth?

Between 2006 and 2011, the business services industry was the largest provider of new jobs in British Columbia.[12] Despite a hefty drop-off in 2009, this industry increased its employment by 5.8 per cent over the five-year period and created nearly 5,600 new jobs. A similar picture was painted in many other industries. Although long-term advances in employment are evident, nearly every industry saw job losses between 2008 and 2009 as the effects of the global economic downturn were felt. However, accommodation and food services, the second-highest source of jobs over the period, appears to have been an exception to the trend. Until 2011, jobs in the hospitality industry had increased every year since at least the beginning of the decade, with the biggest jump seen in 2008. This trend came to a halt in 2011, marking the first year in the past decade where accommodation and food services jobs declined. Despite this recent decrease, approximately 4,800 jobs (+5.5 per cent) were created in small businesses in this industry over the past five years. Health care and social assistance (7.0 per cent increase, nearly 4,000 jobs) and mining, oil and gas extraction (a 24.7 per cent surge, over 900 jobs) were also major players in employment growth from 2006 and 2011. It is possible that the mining sector could see further strong growth in the next several years if demand from Asia is sustained. The development of the Northwest Transmission Line in the province's Northwest will potentially create more opportunities in that region for new mining projects. While most of the activity slated for the region is currently geared toward large mines, the new transmission line may also lead to the development of smaller projects, such as industrial mineral mines operated by small businesses.

At the other end of the spectrum, job losses between 2006 and 2011 were most heavily concentrated in forestry, logging and support.[13] Over the five-year period, forestry and logging saw the number of jobs drop 17.8 per cent. However, 2011 marked the second year of positive gains for this sector, with an employment boost of 4.8 per cent, possibly signalling some recovery in the industry. Despite this recent increase, employment remains well below levels recorded at the beginning of the decade.

FIGURE 4.3

TOP AND BOTTOM FIVE INDUSTRIES IN TERMS OF PER CENT CHANGE IN SMALL BUSINESS EMPLOYMENT IN BRITISH COLUMBIA, 2006-2011



Source: BC Stats using data supplied by Statistics Canada.

[12] Note: Business Counts, these NAICS-level data break the employment data, so it is possible to look at trends over longer periods.
[13] Data on employment by size of business are not available for the specially defined sectors.

Saltworks Technologies Inc.

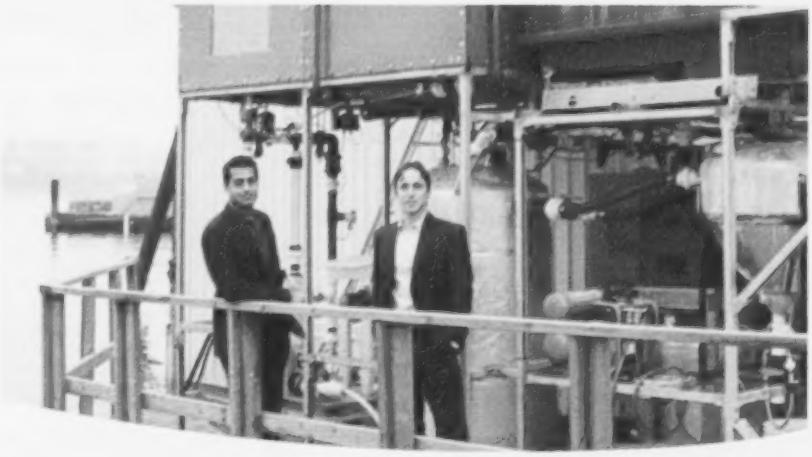
Richmond, British Columbia

Saltworks Technologies is a leading water treatment solutions company based in Vancouver B.C. that delivers technology for water purification, desalination and industrial waste water treatment.

Saltworks Technologies is the brainchild of two men – Chief Executive Officer Ben Sparrow and President Joshua Zoshi. Sparrow initially invented the energy-efficient desalination process, and the two worked together to start the company, which has now filed over 25 patents, employs 30 people, and has an international customer base.

"The key to Saltworks' success to-date has been building a great team, listening to customers and continually innovating," says Zoshi.

And Saltworks has had a lot of successes so far, including winning a contract to deliver a pilot unit to NASA, receiving a grant worth nearly $1 million from the B.C. government's Innovative Clean Energy Fund and Zoshi and Sparrow receiving the annual Business in Vancouver Forty under 40 awards, which profiles inspiring professionals in B.C., including innovators, entrepreneurs and not-for-profit leaders.



"The key to Saltworks' success to-date has been building a great team, listening to customers and continually innovating."

Sparrow was also awarded with the prestigious Queen Elizabeth II Diamond Jubilee Medal on Aug. 4, 2012. The medal honours citizens and permanent residents of Canada who have made a significant contribution to their fellow countrymen, their community, or to Canada over the previous 60 years.

Zoshi and Sparrow expect Saltworks Technologies to continue to grow and evolve; saying that if you are willing to think outside the box and put in plenty of hard work, anything is possible.

"The next couple of years are all about scaling up and delivering our energy-efficient units to the market for treating industrial waste water," says Zoshi. "Looking to the future, we would like to increase our involvement in developing countries. We are really just getting started."

For more information, visit www.saltworkstech.com

5 REGIONAL FOCUS

Which regions have the greatest number of small businesses?

Predictably, British Columbia's most heavily populated regions account for the province's largest shares of small businesses. The relative importance of small business within each region is made clearer by comparing the distribution of businesses to share of population. In 2011, the Mainland/Southwest region, which includes Greater Vancouver, was home to about 58 per cent of the province's small businesses, appreciably less than its 60 per cent share of total provincial population. By contrast, the second most populous region, Vancouver Island/Coast, housed 18 per cent of small businesses, marginally higher than its 17 per cent share of British Columbia's population. Third-ranked Thompson-Okanagan had nearly 14 per cent of British Columbia's small businesses, also higher than its 12 per cent share of the province's total population. The remaining regions together accounted for about 11 per cent of small businesses and the same corresponding share of the province's population.

In which regions are the greatest numbers of small businesses forming?

Between 2007 and 2011, the three most populous regions of the province recorded growth in the number of small businesses, while the other areas experienced significant declines. As a result, the province registered a net gain of 0.6 per cent, or around 2,400 businesses. Over this period, the Thompson-Okanagan region led the province in small business growth. The four-year growth rate for this region was a solid 7.3 per cent, amounting to a net increase of 3,500 businesses. With an increase of 1.5 per cent, Mainland/Southwest had the next highest growth rate, adding 3,400 net new small businesses over the period, followed by Vancouver Island/Coast (+0.1 per cent). The other regions all experienced a drop in the number of businesses, with some losing in excess of 1,000 businesses between 2007 and 2011.

FIGURE 5.1

SMALL BUSINESS DISTRIBUTION
BY REGION, BRITISH COLUMBIA, 2011

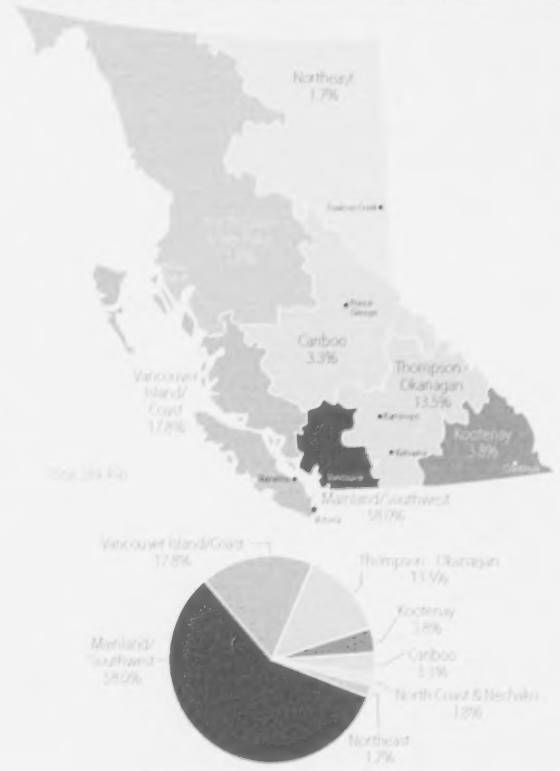


FIGURE 5.2

NET CHANGE IN NUMBER OF
SMALL BUSINESSES BY REGION, 2007-2011

	Total, 2011	Net change (#)	Growth rate
Vancouver Island/Coast	68,400	0	0.1%
Mainland/Southwest	223,100	3,400	1.5%
Thompson-Okanagan	51,800	3,500	7.3%
Kootenay	14,700	-1,500	-9.1%
Cariboo	12,900	-600	-4.2%
North Coast & Nechako	7,000	-800	-9.8%
Northeast	6,700	-1,200	-15.4%
PROVINCIAL TOTAL[1]	**385,100**	**2,400**	**0.6%**

[1] Figures do not add to the total because the provincial total includes those businesses for which the region is unknown.

Source: BC Stats using data supplied by Statistics Canada

In what regions is self-employment growing the fastest?

Three of British Columbia's regions recorded substantial growth in self-employment between 2006 and 2011. The Cariboo region led the province with a robust 12.2 per cent increase over the five-year period. Close on its heels was the Thompson-Okanagan region, with growth of 9.0 per cent. Mainland/Southwest also saw growth in entrepreneurs, albeit a more moderate 3.5 per cent. At the other end of the scale was North Coast and Nechako, where self-employment declined 22.9 per cent over the last five years.

British Columbia is home to a diverse group of communities, some of which stand out as entrepreneurial hotspots. Given the results of the Canadian Federation of Independent Business entrepreneurialism index in recent years, it is of particular interest that self-employment has grown the fastest in the Thompson-Okanagan area. Using 12 indicators related to presence, perspective and policy, CFIB compiles an index to measure the nation's large and mid-sized cities to determine which ones are most hospitable to entrepreneurialism. Of the 100 cities documented in 2011 (Canadian cities with populations over 25,000), British Columbia cities had a strong presence.

Of specific note was Kelowna, the largest city centre in the Thompson-Okanagan region, which ranked 13th in the whole country. The other Thompson-Okanagan cities in the index (Kamloops, Vernon and Penticton) also ranked in the top 40 in 2011.[14] The presence of a large number of self-employed, high business start-up rates, high levels of success and optimism and supportive public policy are key components of what makes an entrepreneurial city tick.

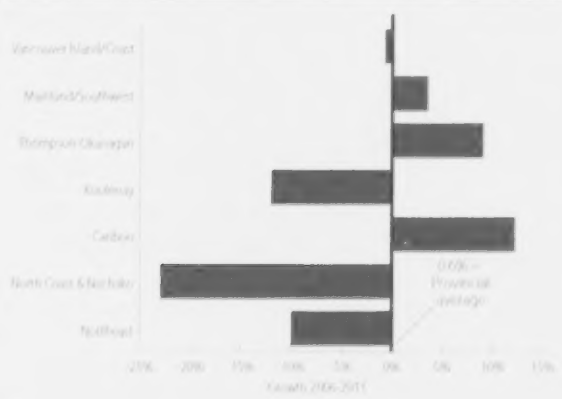
In what regions are the specially defined sectors growing the fastest?

The two regions with the highest concentration of high technology firms experienced an expansion in the number of high technology small businesses between 2007 and 2011. Over that period, the number of such businesses increased by 2.5 per cent in Mainland/Southwest and 0.6 per cent in Vancouver Island/Coast. The Thompson-Okanagan (+5.3 per cent) and Northeast (+3.9 per cent) regions recorded solid increases in high technology establishments, and the count was up 1.0 per cent in the Kootenay region. However, two regions suffered declines in their high technology small businesses during this time: North Coast and Nechako (-2.9 per cent) and Cariboo (-2.4 per cent).

The number of secondary manufacturing small businesses fell in all but one region of the province between 2007 and 2011, including the three largest regions. Mainland/Southwest (-8.7 per cent), Vancouver Island/Coast (-7.9 per cent) and Thompson-Okanagan (-10.0 per cent) all lost secondary manufacturing businesses.

FIGURE 5.3

SELF-EMPLOYMENT GROWTH RATE FOR BRITISH COLUMBIA REGIONS, 2006-2011



[14] Miller, Ted and Wong, G. (October 2011). Communities of Entrepreneurs: Canada's Top Entrepreneurial Cities. Canadian Federation of Independent Business.

Conversely, the Kootenay region recorded comparatively pronounced growth in secondary manufacturing small businesses, with a 6.9 per cent jump.

Some promising increases occurred in the number of tourism-related small businesses in the province between 2007 and 2011. Only three regions failed to see gains. However, much of this growth was registered between 2008 and 2010, while most regions saw tourism decline in 2011.

FIGURE 5.4

NET CHANGE IN THE SPECIALLY DEFINED SECTORS BY BRITISH COLUMBIA REGION, 2007-2011

SECONDARY MANUFACTURING

Development Region	Total, 2011	Net change (#)	Growth rate
Vancouver Island/Coast	797	-68	-7.9%
Mainland/Southwest	3,736	-357	-8.7%
Thompson-Okanagan	673	-75	-10.0%
Kootenay	170	11	6.9%
Cariboo	164	-11	-6.3%
North Coast & Nechako	71	-6	-7.8%
Northeast	53	-1	-1.9%

TOURISM

Development Region	Total, 2011	Net change (#)	Growth rate
Vancouver Island/Coast	2,731	41	1.5%
Mainland/Southwest	8,763	110	1.3%
Thompson-Okanagan	1,891	-47	-2.4%
Kootenay	770	28	3.8%
Cariboo	587	-7	-1.2%
North Coast & Nechako	459	8	1.8%
Northeast	253	-33	-11.5%

HIGH TECHNOLOGY

Development Region	Total, 2011	Net change (#)	Growth rate
Vancouver Island/Coast	1,396	8	0.6%
Mainland/Southwest	5,677	138	2.5%
Thompson-Okanagan	717	36	5.3%
Kootenay	201	2	1.0%
Cariboo	163	-4	-2.4%
North Coast & Nechako	101	-3	-2.9%
Northeast	187	7	3.9%

Gericks Cycle and Ski

Nelson, British Columbia

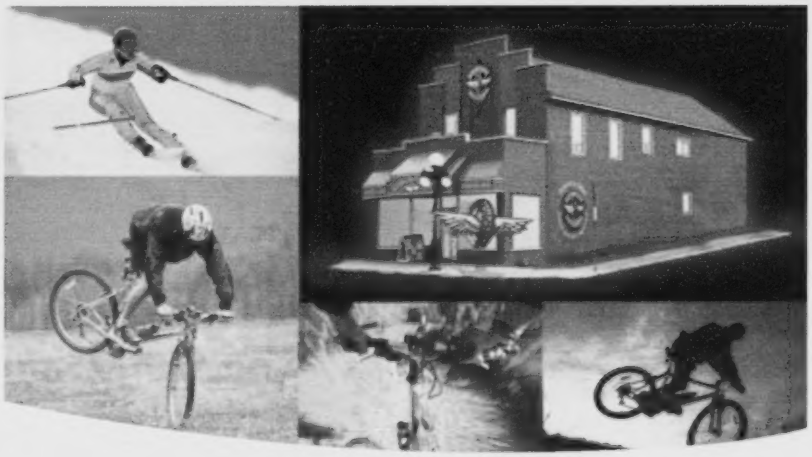
Gericks Cycle and Ski has been serving the city of Nelson, B.C. for just over 20 years, after opening its doors in 1991.

"It was always my dream to have my own shop in the mountains. It was just a wonderful bonus that it happened in Nelson," says store operator Ross McNamara. "I would travel from Edmonton to the mountains every year and as a young adult working in a bike shop, I was inspired by the active lifestyle associated with that career choice."

Gericks sells every class and category of bikes, as well as cross country, downhill and back country skis and equipment. Ten people work at the shop all year round, with some working there for more than 10 years.

"The key to our success is that we, as a team, are dedicated to a quality relationship with our customers and are very involved in the community," McNamara says. Gericks is usually involved in most Kootenay events in some way or another, be it through sponsorship or volunteering.

Gericks Cycle and Ski has had its hand in promoting an active lifestyle in the Kootenays over the last couple of decades by helping establish the Kootenay Fat Tire Festival in 1996, putting on the Kootenay Team Pursuit bike race, known as the "Bombi," for 11 consecutive years and helping sponsor and organize the Cyswog'n Fun Triathlon for 19 years.



"The key to our success is that we, as a team, are dedicated to a quality relationship with our customers and are very involved in the community."

McNamara says he has learned many things over the years being a small business owner, but the most important thing he's learned is to trust and empower his staff with decision making. "This gives everyone the sense of ownership within the store, and breeds confidence over a period of time," McNamara says.

In the future, he hopes to see the shop continue to grow and increase its presence within the community. Ultimately, he'd like himself and his staff to become mentors to those looking to be more active cyclists and skiers.

For more information, visit www.gericks.com

Silver Streak Aluminum Boats

Sooke, British Columbia

Silver Streak Aluminum Boats had humble beginnings in 1987 as a one-man show, owned and operated by Andy Barry in Sooke, B.C. Inspired by a fellow worker and mentor, Bob Martin, who had built a few boats himself for crab fishing, Andy began the designing, cutting, welding, painting, electrical and woodwork necessary to build his own boats.

Andy has grown his business from just one employee in a 900 sq.ft. shop, to a thriving business with 25 employees in an 8,500 sq. ft. facility.

He says the keys to his success are determination and dedication. "No matter what, if you want to survive or be successful, you just have to keep on trying," says Andy. "Whoever said when you start a business, if you're not making it in three to five years, get out of it, was wrong!"

Being a small business owner has taught Andy a lot, such as how to deal with people, how to garner respect from his employees and the community, and how to be a better communicator, leader and teacher.

One of his most notable accomplishments is the creation of a boat designed for rough water, which was entered in a Sooke Rescue Society race around Vancouver Island in 2000. Andy says it was a long, gruelling journey, but they managed to make it back to Victoria on the Canada Day celebration, just before dark, after 15.5 hours of non-stop racing.

"No matter what, if you want to survive or be successful, you just have to keep on trying."

Andy says one of the special things about owning his business is his ability to work with his family. "Having my three sons working with me, it is a delight to see them grow in many ways and assume more responsibilities as they mature."

In terms of the future, Andy says slow and steady wins the race. "Who knows, maybe my sons will buy me out one day and I can go fishing, instead of watching everybody go fishing in the boats we build for them!"

For more information, visit www.silverstreakboats.com

6 SMALL BUSINESS EXPORTERS

How is a small business exporter defined?

For the purposes of this report, a small business exporter is defined as a business with fewer than 50 employees that exports goods out of the country. While shipments of goods to other provinces and services provided to out-of-province residents or businesses are also considered exports, such data tabulated by business size are unavailable.

There is a one-year lag in the availability of data for exports by businesses tabulated by employee size. Also, due to inconsistencies in coverage, these data are not produced in a manner that permits year-over-year comparisons. As a result, the figures reported here are for 2010 only. In addition, in order to meet confidentiality requirements, Statistics Canada has grouped the Territories (Yukon, Northwest Territories and Nunavut) into a region with British Columbia, such that the data for British Columbia include exporters in the Territories; however, this should not significantly influence the small business numbers. Most of the exports from the Territories are diamonds from the Northwest Territories, which are generally large business exports. Although the value of exports for large businesses are likely overstated, the numbers for small businesses in British Columbia are probably inflated by less than one per cent.

Small Business Exporter

A small business exporter is a business with fewer than 50 employees that exports goods out of the country, regardless of the value of exports. Small firms can be large exporters and, conversely, some large firms are small exporters.

How many small businesses in British Columbia export?

In 2010, a total of 6,042 B.C. businesses exported goods to destinations outside of Canada. Of these, 5,077 were businesses with fewer than 50 employees, representing 84 per cent of all exporting businesses, but only 1.3 per cent of all small businesses in the province.[1] In other words, the vast majority (98.7 per cent) of small businesses in British Columbia did not export goods. The 54,586 people employed by those small businesses that did export goods accounted for just over five per cent of total small business employment.

There are likely a number of different reasons for why so few small businesses export, including the high start-up costs associated with an exporting business and the need to achieve economies of scale to compete internationally. However, even though only a small fraction of British Columbia small businesses were exporters in 2010, they were the source of over half the value of the province's total exports. Small businesses shipped about $16.9 billion worth of merchandise from the province, comprising 55 per cent of B.C.'s exports.

FIGURE 6.1

NUMBER OF BRITISH COLUMBIA* EXPORTERS, EMPLOYEES AND VALUE OF EXPORTS, 2010

	Number of businesses	Number of employees	Value of exports ($millions)
Small business exporters	5,077	54,586	$16,911.9
Large business exporters	965	266,239	$13,888.3
TOTAL ALL EXPORTERS	**6,042**	**320,825**	**$30,800.2**

*Includes data for the Territories
Source: Statistics Canada / Prepared by BC Stats

After slumping 24 per cent in 2009 in the wake of the global economic downturn, B.C.'s goods exports climbed 14 per cent in 2010. However, the total number of exporters in the province continued to decline, falling almost 10 per cent between 2009 and 2010. This marked the fifth consecutive year that the count of exporters in

[1] The business counts in this chapter refer to establishment counts, rather than business location counts, as the data in the Exporter Registry, which is the source of exports by business size, are still based on the establishment framework.

the province declined, since peaking at 7,990 in 2005. Between 2005 and 2010, the count of exporters in British Columbia fell 24 per cent. Statistics Canada does not produce data on exporters by employee-size that can be consistently compared from year to year, but given that over four-fifths of B.C.'s exporters are businesses with fewer than 50 employees, many of those that either ceased to operate or did not export goods in that five-year span were likely small businesses.

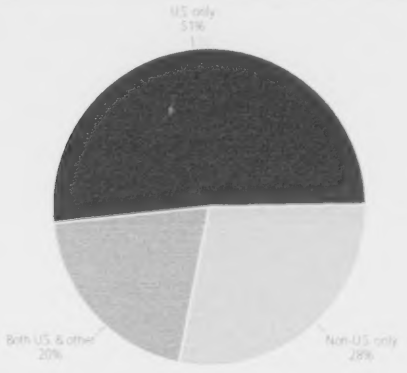
What is the destination of goods shipped by British Columbia small business exporters?

In 2010, 71 per cent of the province's small business exporters shipped goods to the United States, compared to only 48 per cent that exported to non-U.S. destinations. Just over half (51 per cent) shipped exclusively to the United States, while only 28 per cent exported solely to non-U.S. destinations. The remainder of small business exporters shipped to both the U.S. and other countries.

While those that shipped solely to non-U.S. destinations comprised only 28 per cent of B.C.'s small business exporters, they were responsible for 61 per cent of the value of small business exports. Conversely, the 51 per cent of small businesses that exported exclusively to the United States shipped only 17 per cent of the value of small business exports. The situation was similar with larger exporters, except it was those businesses that shipped to both the U.S. and other destinations that exported the bulk of goods (65 per cent), even though they represented only 32 per cent of exporters with 50 or more employees.

FIGURE 6.2

BREAKDOWN OF SMALL BUSINESS EXPORTERS BY SHIPPING DESTINATION, BRITISH COLUMBIA,* 2010



*Excluding data for the Territories
Source: Statistics Canada / Prepared by BC Stats

FIGURE 6.3

SHARE OF BRITISH COLUMBIA* EXPORTERS AND VALUE OF EXPORTS BY DESTINATION OF EXPORTS, 2010

Small businesses	Business count	Export value
U.S. only	51%	17%
Non-U.S. only	28%	61%
Both U.S. and non-U.S.	20%	22%
Large businesses	**Business count**	**Export value**
U.S. only	52%	19%
Non-U.S. only	16%	16%
Both U.S. and non-U.S.	32%	65%

*Excludes data for the Territories
Note: Figures do not add to 100 per cent due to rounding
Source: Statistics Canada / Prepared by BC Stats

At first glance it may seem strange that businesses that exported to non-U.S. destinations tended to ship greater volumes than those with exports destined for the United States. It is generally more expensive to ship to non-U.S. destinations, not only because of longer transport distances, but also other issues, such as time zone and language differences, which add to the cost of marketing and distribution. Given these higher costs, it makes sense that exporters need to ship larger volumes to achieve economies of scale and defray some of their expenses.

In recent years, B.C.'s export markets have become increasingly diversified. Just a decade ago, around 70 per cent of the province's merchandise exports were destined for the United States, but in 2011, that figure had fallen to less than 43 per cent. British Columbia is the only province in the country that exports more goods to overseas destinations than to the United States. Asia has been the principal market for growth of B.C.'s exports, particularly China. With British Columbia positioned as Canada's gateway to the Asia Pacific, both small and large business exporters in the province are uniquely situated to benefit from growth in that region. The growth of the Port of Prince Rupert should also help exporters in the northern portion of the province develop stronger ties with the Asia Pacific region.

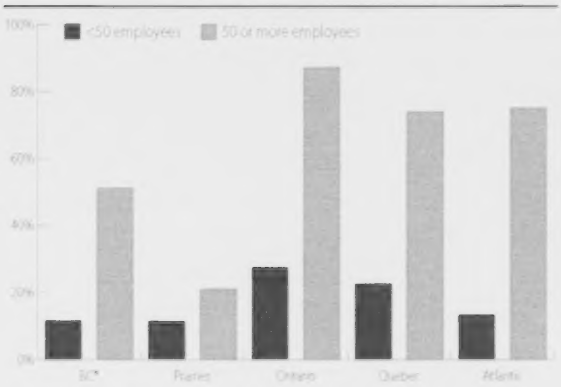
What proportion of British Columbia's small business exporters are manufacturers?

Compared to large businesses that export, B.C.'s small business exporters are far less likely to be manufacturers. In 2010, only 33 per cent of small business exporters were in a manufacturing industry, compared to 56 per cent of exporters with 50 employees or more. Moreover, only 11 per cent of the value of goods exported by small businesses in British Columbia was produced by the manufacturing sector. The comparable figure for larger businesses was 51 per cent. In contrast, small exporting businesses had a bigger proportion of employment in manufacturing industries compared to larger businesses. Approximately 47 per cent of employment in small businesses that export was in manufacturing, compared to 36 per cent of employment in larger exporting businesses.

The same pattern could be seen across Canada, although to varying degrees. The manufacturing sector's share of small exporting businesses ranged from a low of 26 per cent in the Prairies to a high of 38 per cent in Ontario. In every region in the country, there was a big difference between the share of export revenue for manufacturers in small and large businesses. The largest discrepancy was in Atlantic Canada, where only 13 per cent of small business exports were products of manufacturing industries, compared to 75 per cent of exports from larger businesses. At the other end of the scale, manufacturers in the Prairies were responsible for producing a mere 11 per cent of small business exports and only 21 per cent of exports from larger businesses.

FIGURE 6.4

MANUFACTURING INDUSTRIES' SHARE OF DOMESTIC EXPORTS BY PROVINCE, 2010



*Includes data for the Territories

Source: Statistics Canada / Prepared by BC Stats

How do British Columbia small business exporters compare to those in other parts of the country?

In 2010, British Columbia had almost as many small business exporters as the three Prairie provinces combined. This is at least partly due to the fact that many small farms in the Prairies have their exports handled by large co-operatives such as the Canadian Wheat Board, which exports on their behalf. However, this could change in the next few years as the Wheat Board no longer has monopoly power to market the wheat and barley produced in the Prairies. The province with the most small business exporters was Ontario, with almost double the number of second-ranked Quebec.

The average value of exports per exporter – or export intensity – varies considerably by region. For example, in 2010, the average value of exports per firm was $8.8 million in both Alberta and Atlantic Canada, but only $3.3 million per firm in British Columbia. Even though the Prairies were home to only 15 per cent of Canadian small business exporters, the region was the origin of 37 per cent of the value of all Canadian small business exports. It may be that Alberta oil and gas producers are hiring small firms in the finance and insurance sector to deal with exporting their product.[16] Given that oil and gas comprise over half the value of exports from the Prairies, this activity would explain the relatively high export intensity in that region. This could be true of the offshore oil industry in Atlantic Canada as well, which would explain that region's high export intensity.

Ontario and Quebec, the regions with the most small business exporters, had the lowest value of shipments per exporter in the country, at $1.8 million and $2.5 million respectively. The national average was around $3.5 million per small business exporter. Regional differences with respect to industrial structure are likely the reason for the variation in export intensity.

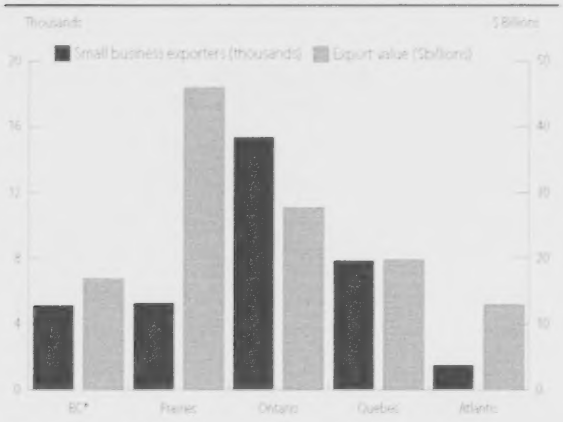
[16] Hotalowski, D., Lee, R., & Priestley, C. (August 2009). Small Business Exporters: A Canadian Profile. Small Business Policy Branch, Industry Canada, p. 20.

How is technology affecting small business exporters?

With respect to the export market, small businesses are at a disadvantage compared to larger firms due to factors such as economies of scale. However, niche markets, where large-scale production of a product is impractical, are a good fit for small businesses. They may be better suited to produce specialized items for these smaller markets and with the global reach of the Internet, these small businesses have the opportunity to expand their marketplace internationally. The growth in e-commerce, online communications technologies and social media has enabled small businesses to expand their global reach and get more involved in exporting.

FIGURE 6.5

EXPORT INTENSITY FOR SMALL BUSINESSES BY PROVINCE, 2010



*Includes data for the Territories
Source: Statistics Canada / Prepared by BC Stats

TECHNICAL NOTES

All statistics presented in this document are based on the best data currently available. A comprehensive listing of all businesses operating in British Columbia or elsewhere does not exist; therefore, business counts must be estimated to some extent. BC Stats has combined data from several sources to produce estimates of the total number of large and small businesses operating in British Columbia and other provinces, as well as the employment and payrolls generated by these businesses.

The results may differ from estimates produced in other studies using different data and different methodologies. Differences will potentially be more in terms of absolute numbers, rather than the direction of trends or the relative standing of British Columbia compared to other provinces. This edition of the *Small Business Profile* incorporates statistical revisions, such that year-over-year comparisons should not be made using previous editions.

Data Sources

Estimates of the number of businesses have been produced using data from Statistics Canada's *Business Register* and *Labour Force Survey*. Estimates of employment and payrolls have been produced using Statistics Canada's *Survey of Employment, Payrolls and Hours* and *Labour Force Survey*. All self-employment numbers have been obtained directly from the *Labour Force Survey*. Data describing small business exporters are derived from Statistics Canada's *Exporter Registry*.

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www.gov.bc.ca/jti/

BC Stats
553 Superior St., Box 9410 Stn Prov Govt
Victoria, BC V8W 9V1
p. 250.387.0327 | f. 250.387.0380
www.bcstats.gov.bc.ca
BC.Stats@gov.bc.ca
Twitter: @BCStats

Aboriginal Business Service Network
Business information and resources for Aboriginal entrepreneurs
1.250.828.9833
www.absn.ca

BizPaL Business Permits and Licences
Online tool to quickly and easily identify permit and licensing requirements for business activities
bizpal@gov.bc.ca
www.bcbizpal.ca

Canada Business
The Government of Canada's main site for business information
1.888.576.4444
www.canadabusiness.ca/eng/

Community Futures British Columbia
Business counselling and assistance for new and existing businesses in rural British Columbia
1.604.685.2332
www.communityfutures.ca/index.html

FrontCounter BC
Single window service for clients of provincial natural resource ministries and agencies to obtain information and authorizations needed to start or expand a business
1.877.855.3222
www.frontcounterbc.gov.bc.ca

La Société de développement économique
The Francophone Economic Development Organization enhances the vitality of minority language communities and assists with economic development
1.877.732.3534
www.sdecb.com

OneStop Business Registry
Online business registration and change of business address
1.877.822.6727
www.bcbusinessregistry.ca

ServiceBC
Province-wide access to government services including key government transactions for business
1.800.663.7867 (Enquiry BC) to be transferred to the nearest Service BC Contact Centre
www.servicebc.gov.bc.ca

Small Business BC
Comprehensive business information and business planning resources for starting and growing a business in British Columbia
1.800.667.2272
www.smallbusinessbc.ca

Tradestart
Business information on becoming export ready
1.866.926.5545
www.tradestart.ca

Women's Enterprise Centre
Business information counselling and skills training for women entrepreneurs
1.800.643.7014
www.womensenterprise.ca

Western Economic Diversification Canada
Western Economic Diversification Canada works to strengthen western innovation, business development, and community economic development
1.888.338.9378
www.wd.gc.ca

BRITISH COLUMBIA Ministry of Jobs, Tourism and Skills Training

BRITISH COLUMBIA BC Stats